



1967 – 1968

"Thirty-first
annual report"

STATE OF FLORIDA

DEPARTMENT OF PUBLIC WELFARE

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"ANNUAL REPORT"

1967-1968

of the

State of Florida

DEPARTMENT OF PUBLIC WELFARE

Emmett S. Roberts, State Welfare Director

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as of June 30, 1968

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July 1, 1967 - June 30, 1968

AT A GLANCE

SAVINGS: An annual estimated reduction in expenditures of about \$4, 200, 000 will accrue, due to the Claim and Recovery Law passed by the 1967 Florida Legislature. During the first two months operation of this law alone, September and October, 1967, expenditures were reduced by about \$100, 200 in direct payments alone as 2, 412 families requested their grants cancelled.

The Claim and Recovery Law was enacted to: (1) encourage people to provide for their needs when able to do so, (2) limit assistance only to people in real need, (3) and to recover funds paid to recipients who are technically eligible for assistance but who have sizable estates.

GREATER EFFICIENCY: Started a six months demonstration project in Districts 5 and 11 to designate workers to determine eligibility for assistance and others to perform necessary social services, thereby placing staff in jobs for which best suited and permitting greater specialization.

The preliminary phase of a complete management study of the Department was begun which will encompass the development of a uniform welfare system for the State and a clarification of county, state and Federal relationships.

IMPROVED RELATIONS: Started inviting district board chairmen to visit with State Welfare Board and discuss mutual problems and their solutions; also semi-annual meetings of the County and State Welfare Executives.

IMPROVED SERVICE TO THE NEEDY: A new program of family planning services was begun to insure that those who need and desire these services may have them.

With the approval of the State Cabinet, the greatest improvement in services to the needy since 1955, will begin July 1, 1968. These improvements include: (1) increasing amount of money allowed for food in budgeting for need of children and adults, (2) removing maximum grant for those receiving Aid to Families with Dependent Children and paying 65% of unmet budgetary need, (3) increasing recognized cost of care for homes for the aged and room and board, (4) and increasing maximum payment for nursing home care.

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STATE OF FLORIDA

DEPARTMENT OF PUBLIC WELFARE

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J. HAL STALLINGS
BOARD CHAIRMAN
TAMPA

EMMETT S. ROBERTS
STATE DIRECTOR
JACKSONVILLE

June 30, 1968

The Honorable Claude R. Kirk, Jr.
Governor of Florida
The Capitol
Tallahassee, Florida 32304

Dear Governor Kirk:

This Thirty-First Annual Report is prepared in compliance with Chapter 409.20 of the Florida Statutes and provides an accounting of funds received and disbursed by the State Department of Public Welfare.

Major attention is being given to reviewing the administrative procedures of the Department in order to carry out its responsibility for providing services and assistance in the most prompt and efficient manner possible.

The Department is working towards developing an efficient administrative structure, including the use of modern management information systems that are necessary for the proper and efficient operation of a major State Agency.

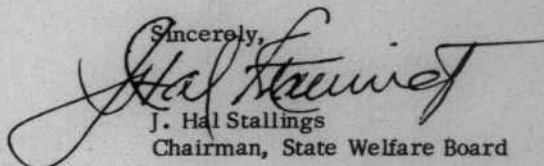
A study of Chapter 409 of the Florida Statutes is being made and changes will be recommended so that the Department may take advantage of any recommendations that will result from this study.

Increased emphasis has been placed on the Department's involvement in working with other State and private agencies in order to provide concentrated training and services directed toward the employment and self-sufficiency of recipients.

Intra-agency planning for immediate and long-range needs and requirements is being conducted so that we may effectively provide information to, and work with, the State Planning Director.

The current programs and activities of the Department are found in the body of this report.

Sincerely,



J. Hal Stallings
Chairman, State Welfare Board

DRENNEN BROWNE
VERO BEACH
VICE CHAIRMAN

MRS. CHARLES A. CARROLL
SECRETARY
MIAMI
E. COVINGTON JOHNSTON
GAINESVILLE

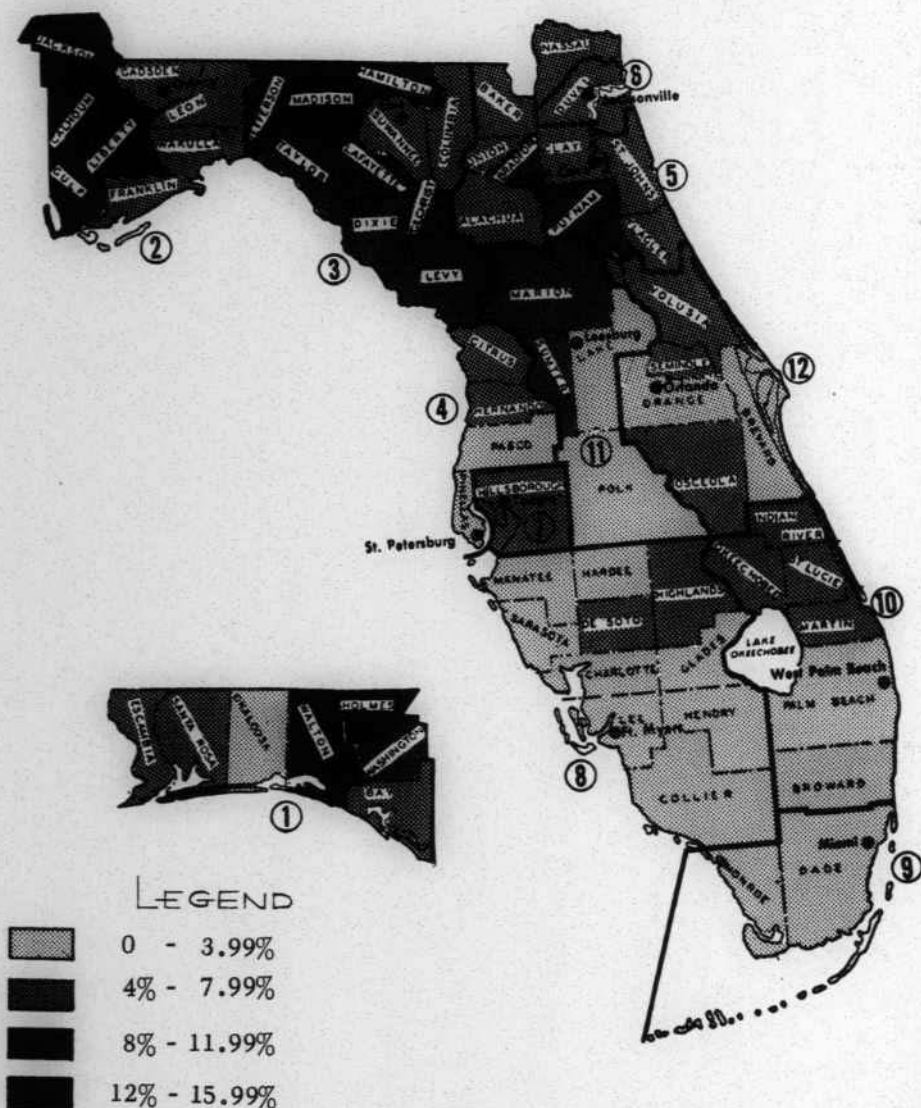
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PERCENTAGE OF POPULATION HELPED

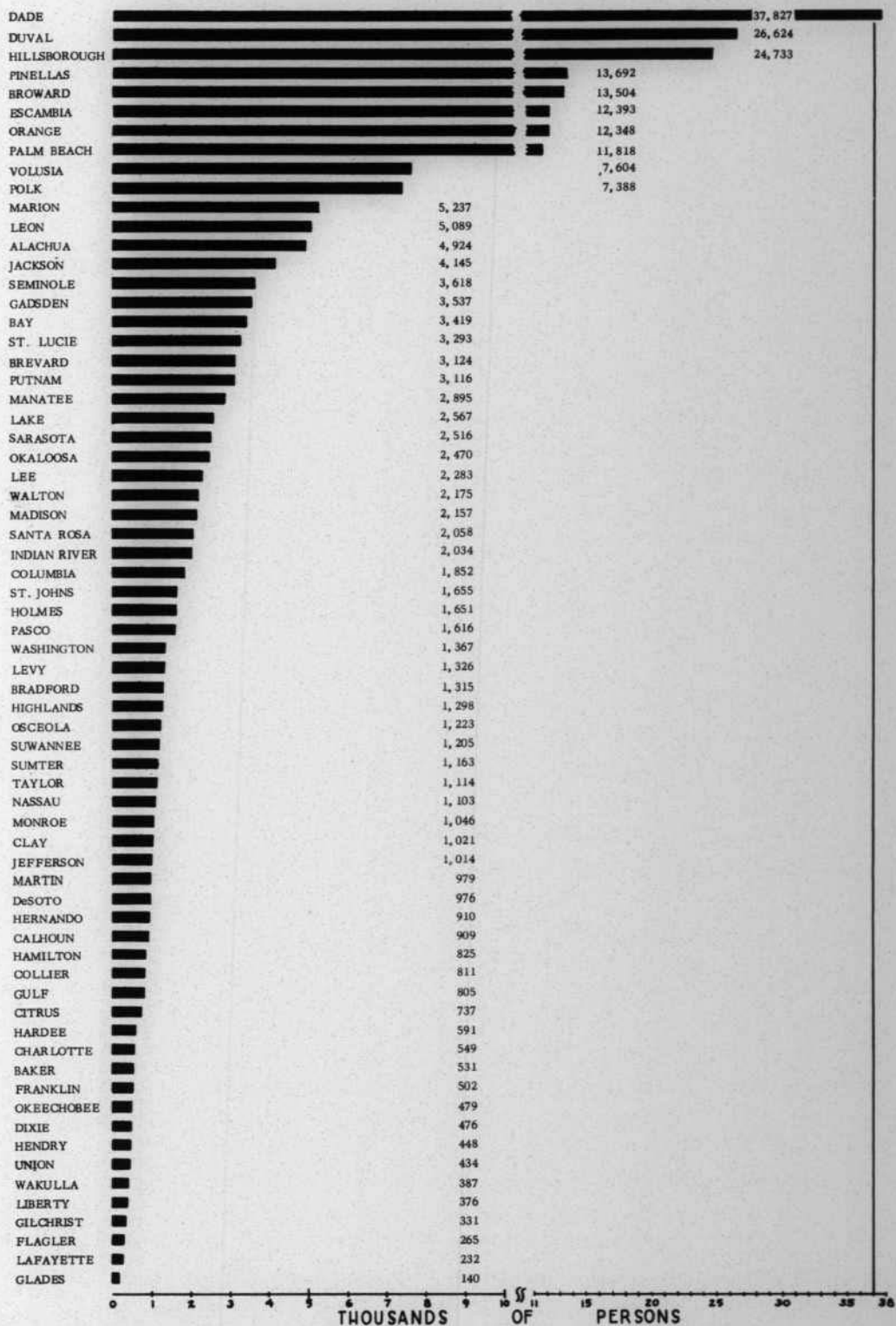
In June 1968, needy children and adults totalling 262, 232 were being helped through various services provided by the Florida State Department of Public Welfare. This number which represents about 4.3% of Florida's estimated population is a decrease of 2,300 persons from the comparable month in 1967. A breakdown of persons helped based upon the percentage of each county's population is shown below.



NUMBER OF PERSONS HELPED

5

TOTAL NUMBER OF PERSONS HELPED PER COUNTY, JUNE 1968



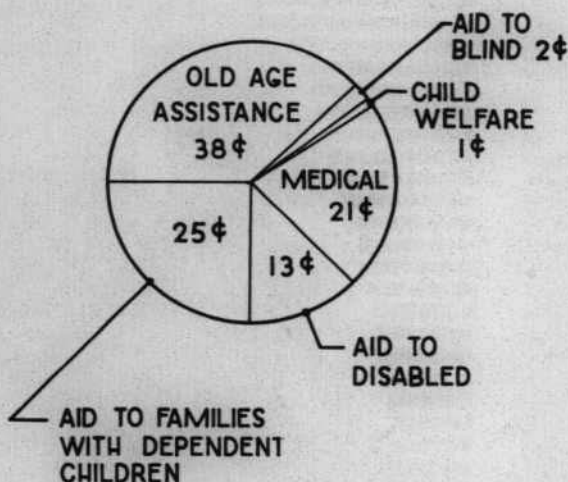
THE PUBLIC ASSISTANCE DOLLAR

Fiscal Year ending June 30, 1968

SOURCE



HOW IT WAS SPENT



Tax funds with which most of Florida's welfare programs are conducted come from two sources - State and Federal Government. In 24 counties, local governmental agencies provide some funds for Child Welfare Services which are not included above, in that they do not come through the State Treasurer.

Public Assistance

With the reorganization in the U. S. Department of Health, Education, and Welfare, the public assistance division has moved ahead in examining the potentials and administrative costs in separation of social services and assistance payments through a demonstration project in Districts #5 and #11. It is hoped that the demonstration will give basic data on ways of improving the quantity and quality of services provided by the Department and ways of facilitating a sound determination of eligibility.

One major step forward in the Aid to Families with Dependent Children program was the planned removal of the \$85.00 maximum and the payment of 65% of the unmet budgeted need starting July 1, 1968.

Additionally, the amount allowed for food in the assistance standards for all recipients is to be increased. To some extent this will offset the reduction in assistance grants resulting from the increase in the Social Security payments for those recipients who are also Social Security beneficiaries, primarily the aged and blind.

Four Title V projects administered as a part of the Department's responsibility for the implementation of the Economic Opportunity Act continued, but on a smaller scale. With the advent of the 1967 Social Security Amendments there was a movement towards the discontinuance of these projects and the implementation of the Work Incentive Program (WIN) under the U. S. Department of Labor. An Attorney General's ruling, will prevent the Department from implementing WIN in July, 1968. However, in the interim, plans are developing between the Economic Opportunity Division of the Governor's Office, the Florida Employment Service, the Adult Division of the State Education Department, Vocational Rehabilitation Service and the State Welfare Department for cooperative planning known as Project WORK for the rehabilitation of AFDC recipients using the full resources of these five agencies directed towards the improvement of the employability of such recipients.

The Mental Health Program providing payments for the care of mentally ill persons over 65 in the State Hospitals continued. The Federal funds earned by this program were used constructively by the Division of Mental Health in the development of local mental health centers and continues to prove the value of cooperation between two State agencies.

Action by the Legislature extending the Foster Care Program to Aid to the Disabled and Aid to the Blind recipients in addition to those receiving Old Age Assistance made it possible for the Department to work more constructively with

the State Hospitals in assisting in aftercare planning for persons under 65 who qualify for one of those categories of assistance. This payment of \$135 monthly per person permits up to 650 persons who need foster care to receive it.

The four-state project in which the Department is participating with the Department of Health, Education, and Welfare directed at the development of an organized case system to facilitate the administration of the services program is behind schedule because of the organizational changes in the Department of Health, Education, and Welfare. When completed, this project will serve as a source of organized data on the characteristics of the public assistance recipients, the types of services needed by them and the effect of provision of services directed at rehabilitation and ability for self-support. It is also anticipated that this project will define more distinctly the types of cases needing protective services and the role of the Agency in providing them.

With the enlarged number of legal aid services available under the Economic Opportunity Program, appeals increased this year to 392 compared to 285 last year. By far the largest number of appeals continues to be in regard to the eligibility factor of permanent and total disability in the Aid to the Disabled program.

The Public Assistance Division continued to have responsibility statewide for financial and medical assistance for eligible Cuban refugees, a 100% federally financed program. As from the beginning in February, 1961, the heaviest concentration of Cuban recipients is in Dade County. However, many Cuban families have been successfully resettled throughout the State. Assistance cases are served by the District in which the refugee lives. This year, there was even greater concentration on extending the service program to enable all refugees with a potential of self-support to become financially independent, as well as to provide specialized services for the aged and physically or mentally handicapped.

Child Welfare

By the end of the year, about 11,000 children were receiving other services monthly including over 4,000 in foster home care. Neglect and abuse continued to be the predominate reason for children needing care and service. A typical month in child welfare services is shown below:

JANUARY 68

A MONTH IN CHILD WELFARE

10,364 Children

WHY

PARENTS PROBLEMS — 7875

DEATH PARENTS - 186
 PHYSICAL ILLNESS - 497
 MENTAL-EMOTIONAL ILLNESS - 831
 ALCOHOLISM - 226
 SEPARATION · DESERTION - 441
 ABUSE · NEGLECT - 4661
 IMPRISONMENT - 448
 MANAGEMENT - 395
 SUPERVISION - 190

CHILDRENS PROBLEMS — 666

PHYSICAL ILLNESS-HANDICAP - 107
 MENTAL-EMOTIONAL ILLNESS - 478
 RUNAWAY - 81

UNMARRIED MOTHER — 859

GENERAL SERVICES — 964

WHERE ARE THEY

FOSTER HOMES — 4265

OWN HOMES — 5970

HOUSEKEEPER SERVICE - 408
 CASEWORK SERVICE - 1633
 SUPERVISION - 1470
 O-T-I - 964
 OTHER SERVICE - 1495

MATERNITY HOMES — 61

INDEPENDENT LIVING — 33

BOARDING SCHOOL — 35

Two hundred and fifty-four children were placed for adoption during the year, bringing the total number of children placed by the Department to 945.

A complete study of the child welfare program operation was begun in order to evaluate all procedures and provide for more efficiency. A staff committee with representatives from local offices and from the regional and national offices of the Children's Bureau is assisting with this effort. Staff requirements for child welfare are a part of the study now nearing completion.

An Ad Hoc Committee on Permanent Commitment was co-sponsored by the Department and the Florida Council of Juvenile Court Judges to develop guidelines for the termination of parental rights and the commitment of children to licensed child placing agencies and the Department for adoption placement. There are a variety of interpretations of the permanent commitment law and the guidelines should be of distinct help in assuring the legality of commitments.

The Department sponsored a meeting of representatives of child placing agencies and maternity homes to discuss how maximum use could be made of the resources of those agencies and the Department. Working agreements and improving coordination of services were considered.

Six foster parent families received recognition from the State Welfare Board for having cared for children for 10 or more years. Sixty-three families were honored for having served for five or more years. During the year 1,237 families were licensed to provide care for children placed in their home by the Department.

In addition to providing direct care and service to individual children, continued efforts were made to improve standards and the quality of care through licensing, consultation and various training programs for people working with children.

ADOPTION PLACEMENT PROGRAM

of the department

July 1, 1967 - June 30, 1968

Preliminary Applications:

Pending, June 30, 1967	220
Received, July 1, 1967 - June 30, 1968	<u>625</u>
Total	845

Total Applications Acted on:

Children Placed in Adoptive Homes	297*
Homes Approved, Placement Planning	
In Process, June 30, 1968	35
Home Studies in Process, June 30, 1968	133
Applications Rejected	27
Applications Withdrawn	288

Children Referred to Adoption Placement Program

Awaiting Placement - June 30, 1968	465
Unmarried Mothers Under Care - Planning Placement	
of Expected Child - June 30, 1968	64

*Includes 17 children removed from adoptive homes and subsequent replacement of 3 in other homes.

ADOPTION PLACEMENTS IN FLORIDA

January 1, 1967 - December 31, 1967

Children placed by licensed child placing agencies	1637
Children placed by Department of Public Welfare	266
Children placed independently by:	
1. Doctors, nurses, hospital staff	440
2. Own parents and relatives	305
3. Other individuals	268
4. Unlicensed agencies and courts	39
5. Other	91
	<hr/> 1143
Children for whom adoption petitions were filed by their stepparents and thus, by law, studies were not required	2193
Stepparent adoptions studied at request of courts	49
Children for whom adoption petitions were filed by other relatives	557
TOTAL CHILDREN	<hr/> 5845

LICENSING STATUS - June 30, 1968

Foster homes used by the Department	1310
Cuban Child Welfare Services Foster Homes	21
Foster Homes used by child placing agencies	489
Commercial boarding homes and day-care programs	774
Child placing agencies	7
Child placing and child caring institutions	13
Child caring institutions	17
Cuban child caring facilities	2
Maternity homes	2
Day-care facilities requiring State Board action	5
Total Licenses	<hr/> 2640

Medical Services

A new program of family planning services for all clients of childbearing age was implemented in March 1968. To insure that those who need and desire these services may have them, trained social workers seek out and counsel childbearing age clients. Interested persons are then referred to public health clinics or when needed to private physicians.

Other medical care programs are shown in the left column below. Persons receiving grants in one of the public assistance programs marked X, are also eligible for that particular medical program.

	<u>OAA</u>	<u>AB</u>	<u>APTD</u>	<u>AFDC</u>
(1) Inpatient hospitalization		X	X	X
(2) Prescribed medicine	X	X	X	X
(3) Nursing home care	X	X	X	
(4) Medicare insurance benefits premium	X	*X		
(5) Medicare, \$40 deductible (Hospitalization)	X	*X		

The inpatient hospital program provided up to 12 days of inpatient hospitalization a year for acute illness and injury for those not eligible for benefits under Title XVIII.

The prescribed medicine program provided monthly up to \$20 worth of drugs per family. Exception to the \$20 limit may be granted for extreme difficult medical problems.

The nursing home program provided a \$100 maximum payment monthly per person. Also during the year, the recognized cost of care for nursing home care, certified as extended care facilities was increased from \$300 to \$350.

*For recipients 65 and over.

The medical insurance \$4 monthly premium payment per person for Medicare, Part B, provided a wide range of physician and physician related benefits to those 65 and over.

The Medicare \$40 deductible payment per each person's benefit period for Medicare, Part A, provided up to 60 days of inpatient hospital care per spell of illness.

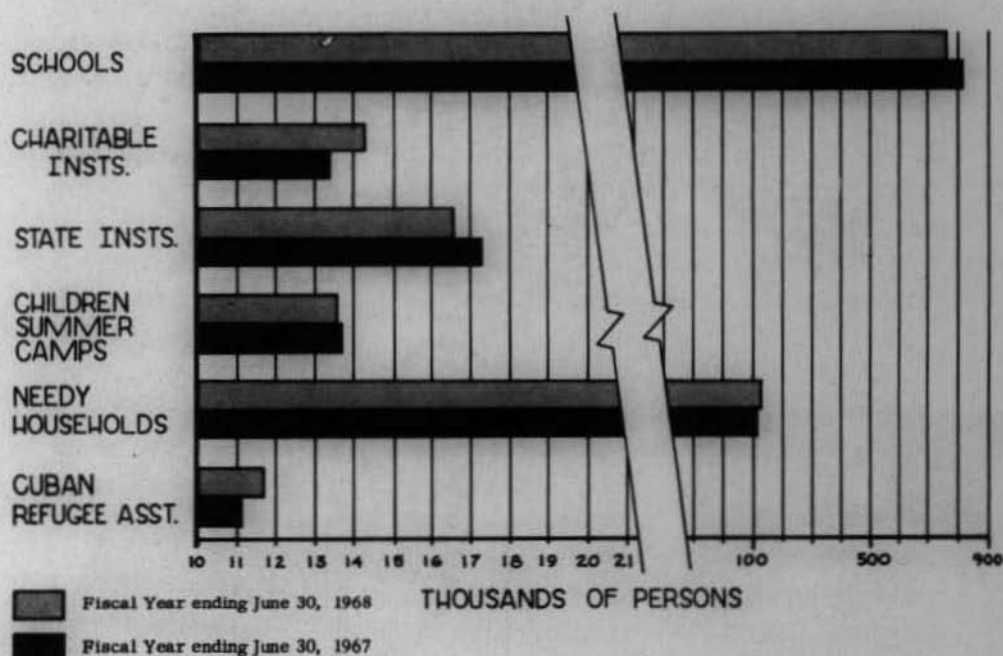
The division reviewed monthly about 800 Aid to the Disabled, and about 30 Aid to the Blind medical and social records for assistance applicants. The records are reviewed by a medical review team consisting of a physician and a medical social worker to determine disability, according to the agency's standards.

Commodity Distribution

Thirty-seven different food items amounting to 73,500,038 pounds and valued at \$21,376,429.05 were received in Florida during the fiscal year from the United States Department of Agriculture without cost to eligible recipient agencies. This represented an increased tonnage of 21.1 percent and an increased dollar value of 63.9 percent over last year. Never before has the agency received and distributed such a quantity of food.

As in the past, such long standing programs as the public and private school lunch programs, private charitable institutions, state nonpenal institutions and nonprofit summer camps for children, continued to receive food.

A comparison of average daily participation in the various food programs during the fiscal year ending June 1967 and June 1968 are shown in the graph below:



A further breakdown of dollar value to recipient programs is as follows:

Schools	\$12,711,796.86
Charitable Institutions	\$ 242,949.97
State Institutions	\$ 324,805.54
Needy Households	\$ 6,393,226.85
Cuban Refugee Assistance	\$ 820,559.88

Of all food received into the program of the State, Florida producers supplied the following:

Frozen Boneless Beef	1,684,866 lbs.	\$ 1,280,498.16
Frozen Ground Beef	659,890 lbs.	\$ 362,939.50
Canned Grapefruit Sections	449,477 lbs.	\$ 87,737.52
Frozen Orange Juice Concentrate	3,674,903 lbs.	\$ 1,249,387.80

Staff Development

Through in-service training and an educational leave program, the Department provided opportunities for staff members to improve their performance and upgrade the quality of the services rendered.

The Department continued to provide four weeks of training in supervision for newly appointed public assistance supervisors. Twenty supervisors completed the course and forty additional have completed the first two weeks. Similar training was also provided for thirty child welfare supervisors.

Increase in training staff made possible more intensive in-service training for local staff in several districts with resulting improved performance.

The Department, in cooperation with Florida State University and Florida A & M, provided two months internship for 18 social welfare undergraduate students, many of whom are making plans for employment with the Department. At the graduate level, the Department established a field work unit in cooperation with Florida State University.

Two, three-day regional workshops on family planning were co-sponsored by the Department, the Planned Parenthood World Population and the Florida State Board of Health; another is scheduled for October. These workshops, primarily for supervisors and administrative personnel, will, when completed, reach approximately 250 staff members. The workshops have resulted in an increase in referrals of clients for family planning services.

A number of state and district administrative staff attended computer schools in order to improve their ability to utilize better management methods.

With the award of educational leave to 24 entering on their first year of graduate study and 19 entering the second year, there were 43 attending graduate schools of social work. Nineteen of these completed the two-year master's degree course and returned to the Agency to fill positions requiring specialized skill. Sixteen staff members, workers and supervisors attended short courses at graduate schools during the summer to add to their skill in providing the Agency's services.

Quality Control

Systematic and continuous reviews of case records were made by the quality control section throughout the year to determine the quality of overall agency performance and to recommend corrective measures when needed.

These reviews, made by case analysts working out of nine area offices as well as the Department's headquarters, covered eligibility decisions made in 2,077 cases. In connection with the record reviews, there were also home visits, interviews with recipients and a survey of the recipient's actual living expenses.

These thorough reviews were a valuable arm of management in furthering uniform interpretation of policy, in encouraging improved job performance and in recommending simplification and clarification of policies which proved unwieldy.

This quality control section of 17 persons was transferred from the public assistance division to the State Director's office during the year for more effective administration.

Personnel

The Department was in a constantly expanding state during the year. Turnover in personnel continued to be excessive because of the non-competitive salaries and recruitment was difficult. The nationwide shortage of professionally trained social workers and the low salaries in effect in the Department has meant that it has been impossible to attract and retain qualified supervisory and administrative staff from the outside. The quality staff the Department managed to attract and retain, remained through a sense of loyalty and dedication.

The many "partial implementation" formulas made effective by rulings of the Budget Commission which gave salary breaks to new employees, but which meant that experienced employees were penalized, have made for an extremely poor morale situation.

The new state personnel system which was enacted into law by the 1967 Legislature gives hope for the future that salaries between various state agencies will be equalized and that valid salary recommendations will be made to the 1969 Legislature to enable all state agencies to compete with private agencies and industry for top quality personnel.

The Department had 2,626 authorized positions in June, 1967. At the end of June, 1968, it had 3,530 authorized positions, exclusive of the 388 positions in the Cuban Refugee Assistance Program. The task of recruiting, obtaining space for, and actually hiring staff is a complex one, and to try to increase staff and make replacements at the same time for those leaving, means that a tremendous effort must go into the problem.

STATISTICAL REPORT

July 1, 1967 - June 30, 1968

PUBLIC ASSISTANCE

APPLICATIONS FOR PUBLIC ASSISTANCE

	Old Age Assistance	Aid to Families With Dependent Children	Aid to the Blind	Aid to the Disabled
Pending from June 30, 1967. . . .	1,319	1,641	97	2,501
Received July 1, 1967- June 30, 1968	18,900	25,833	665	15,205
Total during Fiscal Year.	20,219	27,474	762	17,706
Total Disposed of	19,425	25,839	686	15,589
Approved for Payment	11,866	16,296	304	5,831
Denied or Withdrawn	7,559	9,543	382	9,758
Pending June 30, 1968	794	1,635	76	2,117

PUBLIC ASSISTANCE CASES

	Old Age Assistance	Aid to Families With Dependent Children	Aid to the Blind	Aid to the Disabled
Cases Eligible (July 1, 1967) . .	79,030	36,604	114,874	2,587
Cases Approved for Payment (July 1, 1967 - June 30, 1968) .	11,866	16,296	45,961	304
Total Cases Assisted (July 1, 1967 - June 30, 1968) .	90,896	52,900	160,835	2,891
Cases Closed (July 1, 1967 - June 30, 1968) .	19,753	14,451	40,061	459
Cases Eligible (June 30, 1968) .	71,143	38,449	120,774	2,432
Received Assistance	70,788	37,890	119,203	2,425
Approved in June for July Payment	355	559	1,571	7
Total Reviews Completed (July 1, 1967 - June 30, 1968) .	237,342	142,687	6,580	59,306

SERVICES TO CHILDREN
July 1, 1967 - June 30, 1968

CHILD WELFARE - LOCAL FUNDS

	Amount	Percent
RECEIPTS		
County and City	\$2,006,232.95	88.96
Parents and Relatives	83,547.73	3.70
OASDI and Veterans Benefits	134,735.75	5.97
Organizations	14,016.60	0.62
Others	16,591.79	0.75
TOTAL	\$2,255,124.82	100.00
DISBURSEMENTS		
Children in Foster Home Care:		
Board Payments	\$1,656,059.46	73.83
Clothing	164,945.69	7.35
Allowance	37,587.29	1.68
Personal Incidentals	30,660.39	1.37
Medical Care	50,090.48	2.23
Other	50,021.04	2.23
TOTAL	\$1,989,364.35	88.69
Children Living Elsewhere:		
Food	\$ 30,786.01	1.37
Clothing	6,426.75	0.29
Rent	59,928.22	2.67
Transportation	1,141.54	0.05
Medical Care	2,851.54	0.13
Allowance	1,507.86	0.07
Personal Incidentals	1,711.74	0.07
Maternity Home Care	591.43	0.03
Housekeeper Service	21,306.96	0.95
Other	72,300.03	3.22
TOTAL	\$ 198,552.08	8.85
General Operating Expenses	\$ 55,289.29	2.46
TOTAL DISBURSEMENTS	\$2,243,205.72	100.00

SERVICES TO CHILDREN
July 1, 1967 - June 30, 1968

Children under Care (July 1, 1967)	9,092
Services Initiated (July 1, 1967 - June 30, 1968)	12,741
Received Services (July 1, 1967 - June 30, 1968)	21,833
Services Completed (July 1, 1967 - June 30, 1968)	12,119
Children under Care (June 30, 1968)	9,714

CHILD WELFARE - DIRECT CARE - STATE AND FEDERAL FUNDS
(For Services Shown Above)

Housekeeper Services	\$ 54,826.22
Unmarried Mother Services	72,133.21
Runaway Children Services	606.70
Foster Home Care	869,275.05
Group Care Adoption Center	23,440.65
Psychiatric Care and Treatment	78,903.07
Group Care Study Centers	3,850.00

GROSS PAYMENTS (State \$479,596.77 - Federal \$623,438.13) \$ 1,103,034.90

INDEPENDENT ADOPTIONS

Active Adoption Caseload (July 1, 1967)	1,521
Petitions Received (July 1967 - June 1968)	1,712
Total Caseload (July 1967 - June 1968)	3,233
Final Disposition by Court (July 1967 - June 1968)	1,400
Active Adoption Caseload (June 30, 1968)	1,833
Initial Studies Completed (July 1967 - June 1968)	1,570

CHILD WELFARE - ADOPTION PLACEMENT PROGRAM - STATE FUNDS

Type of Expenditures	Mothers	Children	Total
Maintenance (rent and food)	\$ 1,061.40	\$ -	\$ 1,061.40
Medicines	61.24	-	61.24
Medical Care	7,239.80	2,115.25	9,355.05
Hospital Care	11,135.11	4,433.20	15,568.31
Other	296.50	204.30	500.80
Total Gross Expenditures	\$ 19,794.05	\$ 6,752.75	\$ 26,546.80

ANALYSIS OF RECEIPTS AND DISBURSEMENTS
July 1, 1967 - June 30, 1968

STATE WELFARE TRUST FUND

Fund Balance Forward 7/1/67:		2,069,117.80
Receipts:		
State Receipts	30,602,355.00	
Federal Receipts	97,114,323.08	
Rent Contributions	33,865.21	
Miscellaneous Receipts and Reimbursements	316,855.75	
Prior Biennium Cancellations and Refunds	<u>12,646.89</u>	
Total Receipts		<u>128,080,045.93</u>
Total Available to Spend		130,149,163.73
Less: Reversion of Prior Biennium Cash Balances to General Revenue		1,016,336.87
Less: Transfer to Office Buildings Construction Trust Fund		200,000.00
Disbursements:		
Administrative - State (See Schedule A - Part I)	7,105,566.34	
Administrative - Federal (See Schedule A - Part I)	10,270,958.67	
Assistance - State (See Schedule A - Part II)	22,950,717.28	
Assistance - Federal (See Schedule A - Part II)	<u>84,564,333.10</u>	
Total Disbursements		<u>124,891,575.39</u>
Fund Balance as of June 30, 1968		<u><u>4,041,251.47</u></u>

MENTAL AND T.B. PATIENTS TRUST FUND

Fund Balance Forward 7/1/67:		646,018.43
Receipts:		
State Receipts - Division of Mental Health	1,524,494.00	
State Receipts - Tuberculosis Board	38,500.00	
Federal Receipts	1,834,156.00	
Prior Biennium Cancellations and Refunds	<u>10,453.99</u>	
Total Receipts		<u>3,407,603.99</u>
Total Available to Spend		4,053,622.42
Disbursements:		
Administrative - State	321.62	
Administrative - Federal	4,588.90	
Assistance - TB Hospitals - State	41,675.27	
Assistance - TB Hospitals - Federal	74,650.81	
Assistance - Mental Hospitals - State	1,502,568.17	
Assistance - Mental Hospitals - Federal	<u>2,415,960.85</u>	
Total Disbursements - (See Schedule F)		<u>4,039,765.62</u>
Fund Balance as of June 30, 1968		<u><u>13,856.80</u></u>

CHILD ADOPTION SERVICE TRUST FUND

Fund Balance Forward 7/1/67		6,983.58
Receipts:		
State Receipts	97,036.00	
Fees	87,876.45	
Miscellaneous	<u>507.98</u>	
Total Receipts		<u>185,420.43</u>
Total Available to Spend		192,404.01
Disbursements:		
Administrative (See Schedule B)	166,204.42	
Assistance	<u>26,157.10</u>	
Total Disbursements		<u>192,361.52</u>
Fund Balance as of June 30, 1968		<u><u>42.49</u></u>

ANALYSIS OF RECEIPTS AND DISBURSEMENTS (Continued)

CHILD DAY CARE SERVICE TRUST FUND

Fund Balance Forward 7/1/67:		208,381.33
Receipts:		
Federal Receipts	225,458.00	
Miscellaneous Receipts and Reimbursements	-	
Total Receipts		<u>225,458.00</u>
Total Available to Spend		433,839.33
Disbursements:		
Administrative (See Schedule C)	14,431.50	
Day Care Cooperative Projects	<u>133,476.30</u>	
Total Disbursements		<u>147,907.80</u>
Fund Balance as of June 30, 1968		<u>285,931.53</u>

FEDERAL GRANTS TRUST FUND

Fund Balance Forward 7/1/67:		410,748.12
Receipts:		
Federal Receipts	2,974,327.37	
Prior Biennium Adjustments	<u>(18,625.74)</u>	
Total Receipts		<u>2,955,701.63</u>
Total Available to Spend		3,366,449.75
Disbursements:		
Administrative (See Schedule D)	1,320,517.05	
Assistance	<u>1,834,505.82</u>	
Total Disbursements		<u>3,155,022.87</u>
Fund Balance as of June 30, 1968		<u>211,426.88</u>

MEDICAID COUNTY INSURANCE TRUST FUND

Fund Balance Forward 7/1/67:		86,355.58
Receipts:		
County Receipts	35,000.00	
Federal Receipts	<u>177,800.47</u>	
Total Receipts		<u>212,800.47</u>
Total Available to Spend		299,156.05
Disbursements:		
Administrative (See Schedule E)	18,356.34	
Assistance - County	48,268.73	
Assistance - Federal	<u>213,918.82</u>	
Total Disbursements		<u>280,543.89</u>
Fund Balance as of June 30, 1968		<u>18,612.16</u>

OFFICE BUILDINGS CONSTRUCTION TRUST FUND

Fund Balance Forward 7/1/67:		-0-
Receipts:		
Transfer from State Welfare Trust Fund	<u>200,000.00</u>	
Total Receipts		<u>200,000.00</u>
Total Available to Spend		200,000.00
Disbursements:		
Land	<u>197,100.00</u>	
Total Disbursements		<u>197,100.00</u>
Fund Balance as of June 30, 1968		<u>2,900.00</u>

TRUST FUND SUMMARY

State Welfare Trust Fund	4,041,251.47
Mental and T.B. Patients Trust Fund	13,856.80
Child Adoption Services Trust Fund	42.49
Child Day Care Services Trust Fund	285,931.53
Federal Grants Trust Fund	211,426.88
Medicaid County Insurance Trust Fund	18,612.16
Office Buildings Construction Trust Fund	2,900.00
Total Trust Funds	<u>4,574,021.33</u>

SCHEDULE A
STATE WELFARE TRUST FUND
DETAIL OF ADMINISTRATIVE AND ASSISTANCE EXPENDITURES

<u>PART I - ADMINISTRATIVE</u>	<u>TOTAL</u>	<u>STATE</u>	<u>FEDERAL</u>
Salaries and Wages	13,224,714.68	5,124,855.25	8,099,859.43
Other Personal Services	67,091.19	36,411.16	30,680.03
Expenses	2,638,201.92	1,347,923.79	1,290,278.13
Operating Capital Outlay	260,177.53	148,129.46	112,048.07
Retirement and Social Security Matching	1,186,339.69	448,246.68	738,093.01
Total Administrative Expenditures	<u>17,376,525.01</u>	<u>7,105,566.34</u>	<u>10,270,958.67</u>

PART II - ASSISTANCE

<u>DIRECT ASSISTANCE</u>			
Old Age Assistance	43,050,401.69	9,298,399.33	33,752,002.36
Aid to the Blind	1,891,699.60	484,362.20	1,407,337.40
Aid to Families with Dependent Children	26,673,599.35	4,445,894.35	22,227,705.00
Aid to the Disabled	14,854,717.26	3,692,828.17	11,161,889.09
Total Direct Assistance	<u>86,470,417.90</u>	<u>17,921,484.05</u>	<u>68,548,933.85</u>

VENDOR PAYMENTS

Prescribed Medicine	6,999,954.95	1,500,840.56	5,499,114.39
Hospitalization for the Indigent	2,344,729.90	480,974.15	1,863,755.75
Nursing Home Care	7,154,285.87	1,731,714.29	5,422,571.58
Medical Assistance for the Aged	505.05	201.11	303.94
Planned Parenthood	87.50	16.54	70.96
Hospital Insurance Benefits	533,410.12	129,444.11	403,966.01
Supplemental Medical Insurance	2,926,881.50	722,839.93	2,204,041.57
Child Welfare Services	1,084,777.59	463,202.54	621,575.05
Total Vendor Payments	<u>21,044,632.48</u>	<u>5,029,233.23</u>	<u>16,015,399.25</u>
Total Assistance Expenditures	<u>107,515,050.38</u>	<u>22,950,717.28</u>	<u>84,564,333.10</u>

SCHEDULE B
CHILD ADOPTION SERVICES TRUST FUND
DETAIL OF ADMINISTRATIVE EXPENDITURES

	<u>TOTAL</u>	<u>STATE</u>	<u>FEDERAL</u>
Salaries and Wages	131,961.61	131,961.61	-
Expenses	23,421.80	23,421.80	-
Retirement and Social Security Matching	10,821.01	10,821.01	-
Total Administrative Expenditures	<u>166,204.42</u>	<u>166,204.42</u>	<u>-</u>
Total Assistance	<u>26,157.10</u>	<u>26,157.10</u>	<u>-</u>

SCHEDULE C
CHILD DAY CARE TRUST FUND
DETAIL OF EXPENDITURES AND BUDGET COMPARISON

	<u>TOTAL</u>	<u>STATE</u>	<u>FEDERAL</u>
Salaries and Wages	3,195.48	-	3,195.48
Other Personal Services	4,102.22	-	4,102.22
Expenses	6,731.72	-	6,731.72
Operating Capital Outlay	79.50	-	79.50
Retirement and Social Security Matching	322.58	-	322.58
Total Administrative Expenditures	<u>14,431.50</u>	-	<u>14,431.50</u>
Total Day Care Projects	<u>133,476.30</u>	-	<u>133,476.30</u>

SCHEDULE D
FEDERAL GRANTS TRUST FUND
DETAIL OF ADMINISTRATIVE EXPENDITURES

	<u>TOTAL</u>	<u>STATE</u>	<u>FEDERAL</u>
Salaries and Wages	857,544.52	-	857,544.52
Other Personal Services	165,555.35	-	165,555.35
Expenses	226,299.35	-	226,299.35
Operating Capital Outlay	385.69	-	385.69
Retirement and Social Security Matching	70,732.14	-	70,732.14
Total Administration	<u>1,320,517.05</u>	-	<u>1,320,517.05</u>
Total Assistance	<u>1,834,505.82</u>	-	<u>1,834,505.82</u>

SCHEDULE E
MEDICAID COUNTY INSURANCE TRUST FUND
DETAIL OF ADMINISTRATIVE EXPENDITURES

	<u>TOTAL</u>	<u>COUNTY</u>	<u>FEDERAL</u>
Salaries and Wages	-	-	-
Other Personal Services	100.00	-	100.00
Expenses	18,231.14	-	18,231.14
Retirement and Social Security Matching	25.20	-	25.20
Total Administration	<u>18,356.34</u>	-	<u>18,356.34</u>
Total Assistance	<u>262,187.55</u>	<u>48,268.73</u>	<u>213,918.82</u>

SCHEDULE F
MENTAL AND T.B. PATIENTS TRUST FUND
DETAIL OF ADMINISTRATIVE EXPENDITURES

	<u>TOTAL</u>	<u>STATE</u>	<u>FEDERAL</u>
Total Administration	<u>4,910.52</u>	<u>321.62</u>	<u>4,588.90</u>
Total Assistance	<u>4,034,855.10</u>	<u>1,544,243.44</u>	<u>2,490,611.66</u>

ADMINISTRATIVE EXPENDITURES BY DIVISION OR COST CENTER
1967 - 1968

District 1	1,728,075.44
District 2	1,109,018.78
District 3	541,261.07
District 4	987,506.70
District 5	804,689.05
District 6	1,171,309.43
District 7	1,246,219.66
District 8	666,166.83
District 9	2,031,938.34
District 10	1,497,729.73
District 11	1,162,616.63
District 12	1,581,795.82
State Board	11,424.48
Director's Office	76,532.96
General Administration	454,646.58
Finance and Accounts	115,101.22
Research and Statistics	84,260.57
Personnel	70,301.55
Commodity	96,751.06
Duplicating	22,466.82
Cuban Program - State Office	(1,940.35) ¹
Public Assistance	256,025.25
Medical Services	186,283.95
Staff Development	233,076.10
Systems and Procedures	385,486.57
Child Welfare	165,245.20
Prescribed Medicine	127,944.25
Child Adoption Services	166,204.42
Child Day Care Services	14,377.34
Mental and T.B.	315,509.38
FEQA - State Office	34,764.85
FEQA - Hillsborough	129,309.08
FEQA - Dade	133,461.33
FEQA - Pinellas	163,839.33
FEQA - Broward	148,952.72
Cuban Public Assistance	558,008.69 ²
Cuban Child Welfare	124,171.00 ²
Cuban Commodity	24,341.56 ²
Quality Control	53,216.81
Medicaid Project	18,331.14
Specialized Training Project	7,417.20
Civil Defense	1,024.46
Repatriated Americans - State Office	(116.47) ¹
Organized Case System Project	14,792.77
New Jacksonville State Office Building	197,100.00 ³
Total All Divisions	<u>\$18,916,639.30</u>
Expenditures not distributed to Divisions:	
Social Security and Retirement Matching	104,687.15
(Federal Share of 4th Quarter 1966-67)	76,718.39
Comptroller Costs	<u>\$19,098,044.84</u>

¹ Credit due to the reimbursement of 1966-67 expenditures in this fiscal year.

² Salaries and fringe benefits only.

³ Amount spent towards purchase of land.

BALANCE SHEET
AS OF JUNE 30, 1968

ASSETS

CASH

Trust Fund Cash:

State Welfare Trust Fund	\$4,041,251.47	
Mental and T.B. Patients Trust Fund	13,856.80	
Child Adoption Services Trust Fund	42.49	
Child Day Care Services Trust Fund	285,931.53	
Federal Grants Trust Fund	211,426.88	
Medicaid County Insurance Trust Fund	18,612.16	
Office Buildings Construction Trust Fund	<u>2,900.00</u>	
Total Trust Fund Cash		\$4,574,021.33

Petty Cash:

District 1		
District 2	500.00	
District 3	100.00	
District 4	500.00	
District 5	500.00	
District 6	500.00	
District 7	500.00	
District 8	500.00	
District 9	100.00	
District 10	500.00	
District 11	500.00	
District 12	100.00	
State Office	500.00	
Total Petty Cash	<u>4,650.00</u>	
Total Cash		<u>9,450.00</u>
		4,583,471.33

RECEIVABLES

Child Adoption Fees Receivable	6,546.84	
Educational Scholarships Receivable	55,312.74	
Assistance Overpayments Receivable	<u>136,665.17</u>	
Total Receivables		198,524.75

SUPPLY INVENTORIES

Office Supplies Inventory	20,466.85	
Duplicating Supplies Inventory	<u>8,058.89</u>	
Total Supply Inventories		28,525.74

EQUIPMENT

Office Equipment	1,873,341.13	
Autos	<u>17,386.25</u>	
Total Equipment		<u>1,890,727.38</u>
Total Assets		<u>6,701,249.20</u>

RESERVES

General Fund Balance Reserve	\$4,574,021.33	
Petty Cash Reserve	9,450.00	
Receivables Reserve	198,524.75	
Supply Inventory Reserve	28,525.74	
Office Equipment and Auto Reserve	<u>1,890,727.38</u>	
Total Reserves		<u>6,701,249.20</u>

STATEMENT OF GENERAL REVENUE APPROPRIATION BALANCES
AS OF JUNE 30, 1968

<u>DESCRIPTION</u>	<u>1967-68</u> <u>APPROPRIATION</u>	<u>TRANSFERS TO</u> <u>TRUST FUNDS</u>	<u>APPROPRIATION</u> <u>BALANCES</u> <u>6-30-68</u>
<u>ADMINISTRATION</u>			
Salaries	5,729,223.00	5,372,062.00	357,161.00
Other Personal Services	41,550.00	41,550.00	-
Expense	1,464,998.00	1,464,998.00	-
Operating Capital Outlay	405,663.00	298,878.00	106,785.00
Retirement and Social Security Matching	503,850.00	492,740.00	11,110.00
<u>ASSISTANCE</u>			
Old Age Assistance	10,901,825.00	9,462,159.00	1,439,666.00
Aid to the Blind	515,844.00	490,102.00	25,742.00
Aid to Families with Dependent Children	4,651,389.00	4,503,144.00	148,245.00
Aid to the Permanently and Totally Disabled	4,239,554.00	3,752,037.00	487,517.00
Child Welfare Services	475,000.00	475,000.00	-
Payments for Prescribed Medicine	1,920,993.00	1,436,230.00	484,763.00
Hospital Services for the Indigent	539,833.00	419,121.00	120,712.00
Nursing Home Care	1,959,769.00	1,564,978.00	394,791.00
Supplemental Medical Insurance	1,153,145.00	750,954.00	402,191.00
Hospital Insurance Benefits	274,575.00	168,438.00	106,137.00
Planned Parenthood	29,092.00	7,000.00	22,092.00

U.S. CUBAN REFUGEE ASSISTANCE PROGRAM
ANALYSIS OF RECEIPTS AND DISBURSEMENTS
Fiscal Year 1967 - 1968

Cash Balance as of July 1, 1967		49,455.14	
Receipts:			
Federal Grants	16,493,164.00		
Audit Adjustment (Federal)	527.87		
Total Receipts		<u>16,493,691.87</u>	
Total Available to Spend			16,543,147.01
Disbursements:			
<u>Administrative</u>			
Salaries	1,337,297.02		
Travel	22,316.68		
Other	181,284.37		
Total Administrative		1,540,898.07	
<u>Assistance</u>			
Direct Assistance	11,214,423.60		
Medical Assistance	2,481,648.34		
Unaccompanied Children	878,446.36		
Commodity Assistance	66,722.02		
Total Assistance		<u>14,641,240.32</u>	
Total Disbursements			<u>16,182,138.39</u>
Cash Balance as of June 30, 1968			<u>361,008.62</u>

DISTRICT WELFARE BOARD MEMBERS

June 30, 1968

DISTRICT 1

Jim W. Gross, Chairman, Bay County

Bay County

J. B. Crutchfield

Escambia County

James H. Adkinson

John A. Davis

Mrs. Marjorie M. Davis

Mrs. Bobbi Golden

Mrs. Addie F. Harper

Holmes County

Mrs. Berlon Alford

Mrs. Perry Lee Smith

Okaloosa County

Dr. Robert Fountain

*Mrs. Gloria P. Lewis

Santa Rosa County

Edmond M. Fortune

Mrs. Bernice Lund

Walton County

Mrs. Vallie Adams, Secy.

J. B. Goff

Washington County

Mack C. Roberts

O. L. Sheppard, V.C.

DISTRICT 2

Carlton E. Rhodes, Chairman, Leon County

Calhoun County

Mrs. Lucille Fuqua

Mrs. Pearl Martin

Franklin County

*Corey M. Henriksen

Mrs. C. C. Land

Gadsden County

*N. Jack Holloway

Mrs. J. Byron Suber

Gulf County

J. C. Arbogast

John Milton Whitfield

Jackson County

Arland Andreasen, V.C.

*Mrs. Evelyn T. Pender

Jefferson County

Mrs. J. R. Cooksey, Jr.

Mrs. Oliver Scruggs

Leon County

Miss Roumelle Bowen

Mrs. Coyle E. Moore

Liberty County

Mrs. Dorothy Holland, Secy.

Mrs. Wynona Revell

Wakulla County

Mrs. Gladys Adams

F. B. Becton

*32 appointments made by the governor during the fiscal year.

DISTRICT 3

W. O. Beauchamp, Sr., Chairman, Levy County

Columbia County

Mrs. Faye H. Bowling

*R. A. Greene

Dixie County

E. G. Chewning

Gilchrist County

Mrs. Ruby Blackwell

Vernon Layfield

Hamilton County

Rev. Truett Comer

Mrs. Grace L. Stephens

Lafayette County

Mrs. T. E. Taylor

Levy County

*Mrs. Ford Lincoln

Madison County

Mrs. Van H. Priest

Mrs. L. R. Woodard

Suwannee County

Mrs. Virginia Engstrom, V.C.

Houston Roberts

Taylor County

Mrs. R. J. Greene, Sr.

Mrs. Joe C. Yarbrough

DISTRICT 4

Mrs. W. A. McMullen, Jr., Chairman, Pinellas County

Citrus County

W. Harvey Edwards

Mrs. Thelma L. Sheffield,

V.C.

Hernando County

George M. Allen

*Mrs. Diane W. Keske

Pasco County

Mrs. R. Duane Anderson

*Mrs. Glen D. Dill

Pinellas County

Mrs. Doris M. Anderson

*Fred A. Anderson

Dr. John L. Cooley

Mrs. Vera N. Elphick

Mrs. Virginia Puryear

E. Reinhold Rogers, Jr.

DISTRICT 5

Mrs. Loyce Coleman, Chairman, Baker County

Alachua County

Mrs. Rae Thrasher
Mrs. Harold Gertner

Baker County

Mrs. Wilma Morris

Bradford County

*Ernest G. Patz
John Simpson, Sr.

Clay County

Mrs. Sara G. Geiger, V.C.
*Mrs. Sara L. Smith

Flagler County

Mrs. O. F. Alford
*Mrs. L. L. Brannam

Nassau County

Mrs. H. W. Fishler
Mrs. T. W. Oliver, Jr., Secy.

Putnam County

Mrs. Margaret R. Rideout
Mrs. Laurie A. Browning

St. Johns County

Mrs. Elizabeth B. Tebault
Mrs. Ray V. Wilson

Union County

Mrs. Alice E. Cason
Mrs. Nan Graham

DISTRICT 6

Walter H. Doeschler, Jr., Chairman, Duval County

Duval County

Richard A. Altobellis
Henry H. Beckwith
James J. Dotson, V.C.
Mrs. Russell J. Godwin
Dr. Stephen P. Gyland
George K. Mullis

Mrs. Wellington Paul
Mrs. Mavis B. Powell
Mrs. Eugenie M. Suter
Mrs. Carl Stone
William B. Thirlwell

DISTRICT 7

Terrell R. Young, Chairman, Hillsborough County

Hillsborough County

Mrs. Frank S. Cochran
Mrs. H. L. Crowder, Jr.
Joe Fraterrigo
Mrs. Herbert J. Friedman

D. A. Greco
Albert W. Litschgi
Mack E. Luke
Rev. Walter Passiglia

DISTRICT 8

Read B. Harding, Chairman, DeSoto County

Charlotte County

Mrs. W. E. Guthrie
Mrs. Lois H. Heusted

Hendry County

Mrs. Wade Hampton
W. W. Perry

Collier County

Mrs. Joe P. Brown
Mrs. Doris E. Gandeas

Highlands County

W. Robert Lindsay

DeSoto County

Mrs. Jean T. Dowd

Lee County

Paul G. Franklin
Sam W. Johnston

Glades County

Lloyd M. Lilly, V.C.
James L. Woodward

Manatee County

Miss Mary E. Johnson
R. Alvis Reynolds

Hardee County

Mrs. Helen Ruth Smith
*D. Reid Stewart

Sarasota County

*Dr. John Norman Carlson
T. Vernon Finch, M.D.

DISTRICT 9

Thomas B. Duff, Chairman, Dade County

Dade County

Eugene Burns

Mrs. Alan Courtney

*Mrs. Clyde A. Cribb

Angelo P. Demos

*Willis H. duPont

Mrs. Arthur Gilbert

Mrs. Adrian Jacobs, V.C.

Sydney Kandel

*Dr. Robert F. Leber

H. H. Meador

*Mrs. Virginia A. Morris

Dade County (Continued)

George Normand

*Mrs. Jacqueline S. Portante

Simon E. Rubin

Mrs. Thomas N. Ryon

*Mrs. Judith Ann Slack

James Edward Smith

Rev. Temperance E. Wright

Monroe County

Joseph A. Boza, Sr.

Mrs. Beulah Russell

DISTRICT 10

Reverend Paul M. Cassen, Chairman, Palm Beach County

Broward County

Mrs. Julia Carter

*Philip Gott

Mrs. Harriet Lawlor

Mrs. Clifford Shackelford

Indian River County

Mrs. Anne G. Keen, V.C.

Martin County

*Mrs. Jacqualan Mancil

*Ray Radtke

Okeechobee County

Mrs. Clyde Christopher

Mrs. Hiram Raulerson

Palm Beach County

Mrs. Marion H. Bleech

Mrs. Lou Ann Marsh

J. T. McMurrain

John F. Thomas, Jr.

St. Lucie County

Mrs. Frank M. Bradley

*Charles R. Rogers

DISTRICT 11

Mrs. L. Wallace Riggins, Chairman, Polk County

Lake County

William W. Boyd

Dr. Leroy H. Oetjen, V.C.

Polk County

*Mrs. Cicely L. Anderson

Lynn F. Campbell

*Donald K. Sutton

Marion County

*Mrs. Leeta F. Anderson

Harvey R. Klein

Sumter County

Mrs. Jessie Mae Boring

Mrs. T. Noble Brown

DISTRICT 12

Ayres Davies, Chairman, Volusia County

Brevard County

Mrs. Mercer L. King

Mrs. Roy Ramsey

Osceola County

*Mrs. Zulieme M. Duke

*Mrs. Frances J. Lettow

Orange County

Mrs. Arthur Corey, V.C.

Mrs. Ethel M. Dukes

Mrs. Lois Hill

Robert M. Reid

*Mrs. Harold L. Scott

Seminole County

George W. Morgan

*Mrs. Shirley H. Owen

Volusia County

*Mrs. Frances L. Kleinman

*32 appointments made by the governor during the fiscal year.

Advisory Committees

MEDICAL ADVISORY COMMITTEE

Eugene G. Peek, Jr., M.D., Chairman, Ocala

Clearwater

C. Gibson Hooten, M.D.

Jacksonville

Wilbur C. Sumner, M.D.

Pensacola

Earl G. Wolf, M.D.

Miami Beach

Nelson Zivitz, M.D.

PRESCRIBED MEDICINE ADVISORY COMMITTEE

Ernest Ellison, Chairman, Tallahassee

Jacksonville

Edward Jelks, M.D.

Lakeland

Felix Donatelli, R.Ph.

St. Petersburg

C. O. Anderson, M.D.

Sanford

John M. Jenkins

Tallahassee

Gerald O. Jones

Tampa

Eric E. Cox, R.Ph.

DAY CARE ADVISORY COMMITTEE

Wayne Bevis, Chairman, Tampa

Avon Park

Mrs. G. F. Ward

Belle Glade

W. C. Taylor

Jacksonville

Captain R. H. Harrison

William J. Hubbard

Miami

Mrs. Alma David

Mrs. H. O. Morris

Tallahassee

Miss Minnie Lee Rowland

West Palm Beach

Reverend Paul M. Cassen

Mrs. Emma McLeod

JUVENILE COURT JUDGES ADVISORY COMMITTEE

O. D. Howell, Jr., Chairman, Hillsborough County

Brevard County

Virgil Conkling

Jefferson County

Kenneth E. Cooksey

Leon County

Rufus Jefferson

Polk County

G. Bowden Hunt

A Social Worker's Creed

I respect the dignity of the individual human personality as the basis for all social relationships.

I have faith in the ultimate capacity of the common man to advance toward higher goals.

I shall base my relations with others on their qualities as individual human beings, without distinction as to race or creed or color or economic or social status.

I stand ready to sacrifice my own immediate interests when they conflict with the ultimate good of all.

I recognize that my greatest gift to another person may be an opportunity for him to develop and exercise his own capacities.

I shall not invade the personal affairs of another individual without his consent, except when in an emergency I must act to prevent injury to him or to others.

I believe that an individual's greatest pride, as well as his greatest contribution to society, may lie in the ways in which he is different from me and from others, rather than in the ways in which he conforms to the crowd. I shall therefore accept these differences and endeavor to build a useful relationship upon them.

I shall always base my opinion of another person on a genuine attempt to understand him — to understand not merely his words, but the man himself and his whole situation and what it means to him.

As a first essential to the understanding of others, I shall constantly seek a deeper understanding and control of myself and of my own attitudes and prejudices which may affect my relationships.

LINTON B. SWIFT

Family Service Association of America